## ELECTRICAL SECRETARIAT

**Passes orders regarding the fixation of Graduates and Non-Graduates for the recruitment, promotions and allocation, etc., in the executive establishment of the Electrical Department.**

READ—

Government Order No. EDS. 9-14—C., dated the 9th October 1943, laying down revised rules of recruitment to the executive establishment of the Electrical Department.

2. The undermentioned Government orders issuing instructions regarding the starting pay to be given to the Diploma and Certificate holders of the School of Engineering and to the Graduates in the executive establishment of the Electrical Department and also *re* : the rules of recruitment and promotions to the grade of Rs. 80–5–125 (since revised to Rs. 100–10–150) in the executive establishment of the Electrical Department :—

(*a*) Government Order No. EDS. 2935-37—Elecl. 231-45-5, dated 7th June 1946.

(*b*) Government Order No. EDS. 859—Elecl. 231-45-10, dated 2nd October 1946.

(*c*) Government Order No. EDS. 1756-58—Elecl. 231-45-15, dated 23rd December 1946.

3. Government Order No. Fl. 2010-70—S. & A. 25-47-6, dated the 21st September 1947, sanctioning the revision of the scales of pay of the non-gazetted employees in the several Departments of Government.

4. Government Order No. EDS. 3852-56—Elecl. 54-47-4, dated the 8—14th March 1950, directing that Engineering Graduates employed in the Electrical Department be appointed on a salary of Rs. 116 per month and be on probation for two years, at the end of which they will get Rs. 150 in the scale of Rs. 150–10–200 provided that their work during the probationary period has been found satisfactory, and that the proportion for promotion among Graduates and Non-Graduates be in the ratio of 2 : 1.

5. Correspondence ending with Un-official Note No. 7—53-54—P.S.C., dated the 21st May 1953, from the Secretary, Public Service Commission, conveying the suggestions of the Commission on the subject of the fixation of proportion between Graduates and Non-Graduates in the executive establishment of the Electrical Department and other allied matters.

ORDER NO. EDS. 4660-64—ELECL. 105-50-20, DATED BANGALORE, THE 19TH JANUARY 1954.

The question of fixing a proportion between Graduates and Non-Graduates for promotion in the Executive Establishment of the Electrical Department has been engaging the attention of Government. The Public Service Commission who were consulted in the matter have made the following recommendations :—

### A. RECRUITMENT AND PROMOTION.

(*i*) The existing executive establishment of the Electrical Department may be bifurcated into two separate cadres, *viz.*, (*a*) Graduate Cadre and (*b*) Non-Graduate Cadre, as in the Public Works Department.

(*ii*) The sanctioned strength of this establishment may be reallocated between the two cadres as noted below :—

| As existing | | As re-distributed | | |
|---|---|---|---|---|
| Appointment. | Pay | Sanctioned strength | Number fixed for graduate cadre | Number fixed for non-graduate cadre |
| | Rs. | | | |
| Chief Electrical Engineer ... | 1,200—50—1,400 | 1 | 1 | ... |
| General Superintendents ... | 800—50—1,000 | 2 | 2 | ... |
| Superintendents, I Grade ... | 500—25—750 | 11 | 11 | ... |
| Superintendents, II Grade ... | 300—25—500 | 12 | 12 | ... |
| Assistant Superintendents ... | 250—20—450 | 32 | 16 | 16 |
| Junior Engineers ... | 200—25—350 | 39 | 20 | 19 |
| Operators ... | 150—10—200 | 74 | 62 | 62 |
| Operators ... | 100—10—150 | 200 | ... | 150 |
| Operators ... | 50—5—100 | 386 | ... | 386 |
| Total ... | | 757 | 124 | 633 |

(*iii*) The strength in the grade of Rs. 150—10—200 may be increased by 50 posts by upgrading a similar number of appointments in the grade of Rs. 100—10—150. These 124 posts may be divided in equal proportion between the Graduate and Non-Graduate Cadres.

(*iv*) New posts which may be created from time to time in excess over the present strength in each grade may be distributed in the following proportion between the two cadres :—

| | | Graduate Cadre. | | Non-Graduate Cadre. |
|---|---|---|---|---|
| 1 | Assistant Superintendents (Rs. 250—20—450) ... | 1 | : | 1 |
| 2 | Junior Engineers (Rs. 200—25—350) ... ... | 1 | : | 1 |
| 3 | Operators (Rs. 150—10—200) ... ... | 1 | : | 1 |

(*v*) Non-Graduates may be given reasonable chances to rise up to the rank of Assistant Superintendents in grade Rs. 250—20—450. Vacancies in this grade may be filled up by promoting eligible Junior Engineers in the order of seniority and merit in the respective cadres. Non-Graduates who are Non-Diploma Holders would not be entitled to be promoted as Assistant Superintendents.

(*vi*) Vacancies in the grade of Junior Engineers (Rs. 200-25-350) may be filled up as follows :—

(a) *Graduate Cadre.*—Twenty-five per cent by direct recruitment of Probationers and 75 per cent by promotion of eligible Graduate Operators in the grade of Rs. 150-10-200 on the basis of merit and seniority.

(b) *Non-Graduate Cadre.*—All vacancies in this grade should be filled up by promotion of suitable Operators who are Diploma Holders in the grade of Rs. 150—10—200. Promotions to both the cadres may be made by selection in consultation with the Public Service Commission.

(*vii*) *Operators in grade Rs.* 150-10-200 :—

(a) *Graduate Cadre.*—All vacancies should be filled up by direct recruitment as per rules of recruitment, the minimum qualification being B.E. (Electrical or Mechanical) of the Mysore University or equivalent qualification. The candidates so appointed will be on probation for a period of two years during which, they will be drawing Rs. 116 per month. After successful completion of their probationary period they will be started on Rs. 150 in grade Rs. 150-10-200.

(b) *Non-Graduate Cadre.*—All the vacancies in the grade of Rs. 150—10—200 may be filled up by promotion of eligible Operators who are Diploma and Certificate Holders in the grade of Rs. 100—10—150.

(*viii*) *Operators in grade Rs.* 100—10—150.—Vacancies in this grade should be filled up by promoting eligible Operators in grade Rs. 50—5—100 in the order of seniority as follows :—

95 per cent of the vacancies should be filled up by promotion of eligible Diploma and Certificate Holders in grade Rs. 50—5—100 and the remaining 5 per cent by promotion of deserving and suitable officials of the Maintenance Establishment working in the grade Rs. 50—5—100.

(*ix*) *Operators in grade Rs.* 50—5—100 :—

(a) 85 per cent of the vacancies in this grade shall be registered, classified and filled up by direct recruitment as per rules of recruitment. Diploma and Certificate Holders will be started on Rs. 60 and Rs. 50 per mensem respectively and will be absorbed in the grade after the successful completion of the probationary period of two years.

(b) The remaining 15 per cent of the vacancies may be filled up by promotion of suitable men working in the Maintenance Establishment in the ratio of 3 special to 1 general. In case suitable persons do not become available to the extent required, the remaining vacancies should also be filled up by direct recruitment.

B. ALLOCATION.

(*i*) *Graduate Cadre.*—Allocation to this cadre may be as follows :—

(a) The eleven Graduates who are now working in grade Rs. 150—10—200 may be allocated in the order of seniority.

(b) All Graduates who are now working in the grades Rs. 100—10—150 and Rs. 50—5—100 and who have put in two years or more of satisfactory service may be allocated to the grade of Rs. 150—10—200 in the ratio of 3 special to 1 general.

(c) Such of those persons among Graduates as are found surplus for want of vacancies in the grade of Rs. 150—10—200 may be shown against the vacancies in the grade of Rs. 100—10—150 and given the pay of Rs. 150 per month. They may be absorbed in the grade of Rs. 150—10—200 as and when vacancies occur.

(d) Those who have put in less than two years of service may be continued as Probationers on Rs. 116 per month and shown against the vacancies in grade Rs. 50—5—100 till the completion of their probationary period or till they are absorbed in the higher grade. These candidates should be absorbed in the ratio of 3 special to 1 general as and when vacancies occur. Till then the required number of vacancies in the grade of Rs. 50—5—100 may be kept unfilled.

(e) Since the Graduates, who are already working in the Department are reported to be doing good work, they may, as a special case, be given the benefit of regularisation of appointments from the dates of their first appointment in the cadre, the formalities prescribed under the rules of recruitment being waived subject to the condition that their relative ranks are fixed in the order of classification.

(f) Six vacancies in grade Rs. 50—5—100 may be reserved every year for recruitment of Graduate Probationers till a sufficient number of vacancies becomes available in grade Rs. 150—10—200. Six Graduate Probationers may be recruited every year in the ratio of 3 special to 1 general and shown against the vacancies in grade Rs. 50—5—100. They may be given Rs. 116 per month during the period of probation and thereafter Rs. 150 till they are absorbed in the grade Rs. 150—10—200.

(g) All Graduates in higher grades may be allocated in the respective grades.

(*ii*) *Non-Graduates.*—All Non-Graduates in the grades of Assistant Superintendents and Junior Engineers and in the grades of Operators (Rs. 150—10—200, Rs. 100—10—150 and Rs. 50—5—100) shall be allocated in the respective grades in the Non-Graduate cadre in accordance with the principles enunciated above.

(*iii*) The concession sanctioned in para B (i) (*e*) *supra* will not apply to candidates recruited on local basis after 1st January 1953. All existing and future vacancies classified as direct recruitment should be reported to the Public Service Commission for advertisement.

(*iv*) The Non-Graduate Officers who have already been promoted to the higher grades prior to 1st January 1953, on a permanent or acting basis, may be allowed to continue in those grades and be shown against the posts to which they are so promoted, treating the arrangement as personal to them. Those who have reverted or may revert after 1st January 1953, for want of vacancies in those grades or for other reasons or those who have been promoted after 1st January 1953, are not eligible for the above concession.

2. After a consideration of these proposals, Government are pleased to direct that the principles for recruitment and promotion to the executive establishment of the Electrical Department recommended by the Public Service Commission be approved with the modification that there need be no reservation of vacancies even

as a temporary measure in grade Rs. 50—5—100 for recruitment of Graduate Probationers as proposed at B (*i*) (f) above. The other proposals of the Commission for the creation of two separate cadres, *viz.*, the Graduate and the Non-Graduate Cadres as in the case of the Public Works Department, the re-allocation of existing personnel between the two cadres and the upgrading of fifty appointments on grade pay of Rs. 100—10—150 to those on Rs. 150—10—200, are also approved.

3. An allocation statement on the basis of the above orders may be prepared by the Chief Electrical Engineer and forwarded for orders of Government.

D. K. SRINIVASACHAR,
*Secretary to Government,*
*Electrical Department.*

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